



Anticimex is a global leader in pest control, driving the transformation from reactive to preventive pest control services through innovation in environmentally friendly and digital solutions. By means of in-depth biology expertise, 90 years of service experience, and its digital SMART offering, the company is creating healthier environments for commercial and residential customers worldwide.

Committed to sustainability, Anticimex protects biodiversity, reduces pest-borne disease risks, and minimizes food and property loss. Operating in 22 countries with 11,000 employees, the company celebrates nine decades of continuous growth with total revenues of SEK 16.9 billion in 2024.



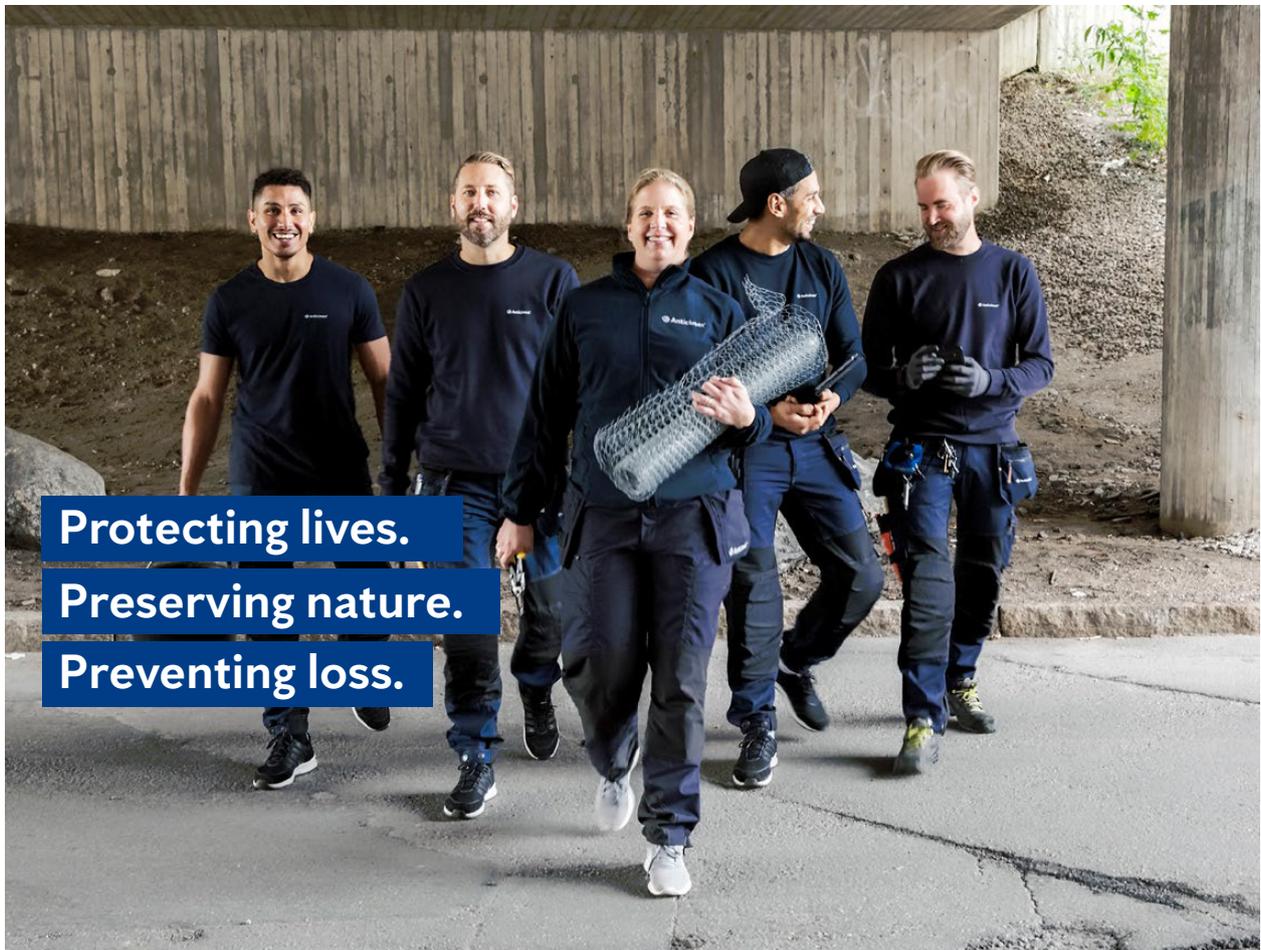
Anticimex' Purpose

During the year, we embarked on a self-reflective journey to articulate our company purpose. This process, which involved input from employees, resulted in a powerful statement that encapsulates our commitment to prevention and protection.

To Prevent and Protect

Our purpose is to transform the world into a healthier, safer place through innovative and sustainable pest control solutions. We are driven by a vision of a future where homes and businesses are free from the threats of pests, and where biodiversity flourishes. Our commitment to preventive pest control, powered by advanced digital technologies and deep biological expertise, empowers us to protect lives, preserve nature, and prevent loss.

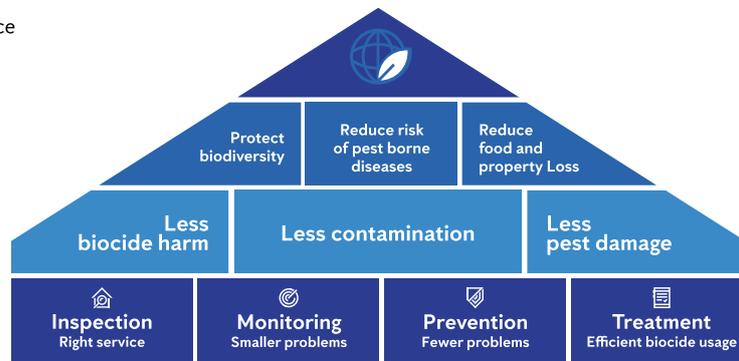
We believe in creating a brighter, more sustainable future by safeguarding our environment, reducing the spread of diseases, and protecting the food and property that sustain communities. Together, with our global team of dedicated professionals, we strive to make every corner of the world a healthier and safer place.



Transforming the industry to sustainable pest control

At the core of the sustainability strategy sit three key environmental impact areas that are fundamental to Anticimex’ contribution towards a more sustainable world. These impact areas are geared at protecting biodiversity, preventing pest-borne diseases, and reducing property loss and food waste. Anticimex is uniquely positioned to have a positive impact in these areas through its SMART-enabled, proactive pest control methodology.

- Our sustainable difference
- Customer value
- Anticimex Methodology



Impact area 1

Protect biodiversity through supporting a natural balance of pests in the ecosystem and by using biocides more effectively.



Invasive pests pose a major challenge to biodiversity and the economic damage that they cause exceeds 5 percent of the global gross product. When pests enter a new area, they often arrive without natural enemies and the population can explode without anything standing in the way, which can push out native species and upset the balance of unique ecosystems. Here pest control contributes to protecting biodiversity and the local ecosystem, particularly considering trends like increased travel, globalization and climate change.

Usage of biocides to battle pests poses another challenge to biodiversity. If overused or misused it risks spreading into freshwater, or causing unintentional poisoning by consumption, either directly or through the food chain. Hence, using biocides more effectively, with early detection and non-tox alternatives, becomes essential to minimize potential harm on the environment.

Impact area 2

Prevent the spreading of pest borne diseases.



Human health is threatened by pests and animals carrying harmful germs that can spread to people and cause illness. In fact, scientists estimate that more than six out of every ten known infectious diseases in people are spread from pest and animals, and three out of every four new or emerging infectious diseases in people come from animals. Perhaps the most well-known example is the bubonic plague, which spread through rodents carrying infected fleas. Controlling pests – in particular detecting issues earlier and treating the root cause in a preventive manner – reduces the risk of severe and harmful pest infestations.

Impact area 3

Reduce property loss and food waste.



Pests that eat grains contaminate food processing chains – causing significant food loss worldwide, every year. Rodents also cause damages to production lines and goods, forcing production stoppages, replacement of parts and discarding of products. This increases production and consumption – and consequently emissions – that could have been avoided. Detecting and combating pests early leads to less contamination and damage in the value chain.

1) The Sustainability report covers Anticimex Group AB and all its subsidiaries.

The power of Early Detection – explained

Anticimex’ innovative approach to pest control, combining digital technology with biological and entomological expertise, allows for early detection and targeted treatment, transforming reactive pest control into a preventive service. By utilizing 24/7 real-time monitoring, sophisticated risk assessments, and thorough premises securing, Anticimex minimizes the need for excessive pesticide use and other resources, reducing the environmental impact and preventing costly damage and contamination caused by pests like rodents and cockroaches.

Early detection is crucial as pests like rodents reproduce rapidly and can quickly infest a property. Cockroaches, often nocturnal and well-hidden, can also multiply unnoticed. Through SMART-enabled early detection, Anticimex is a key contributor in protecting biodiversity and reducing food and property waste – as well as the risk of pest-borne disease – by means of a sustainable, economic, and resource-efficient approach.

The rapid reproduction of pests underscores the critical importance of early detection and root cause analysis

Rodents, for example, reach sexual maturity within 40 days and can produce 5–7 litters of up to 10 rats per year. This means an undetected pair can quickly multiply into a significant infestation. Similarly, cockroaches produce

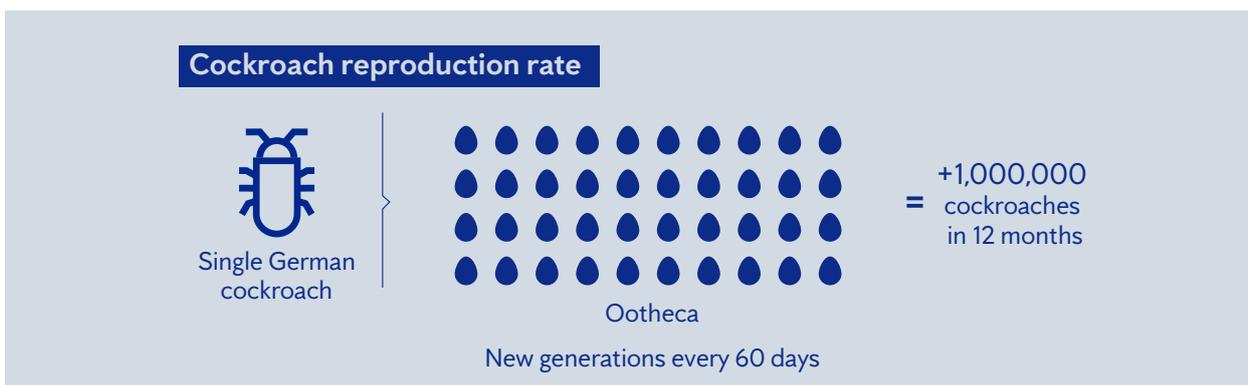
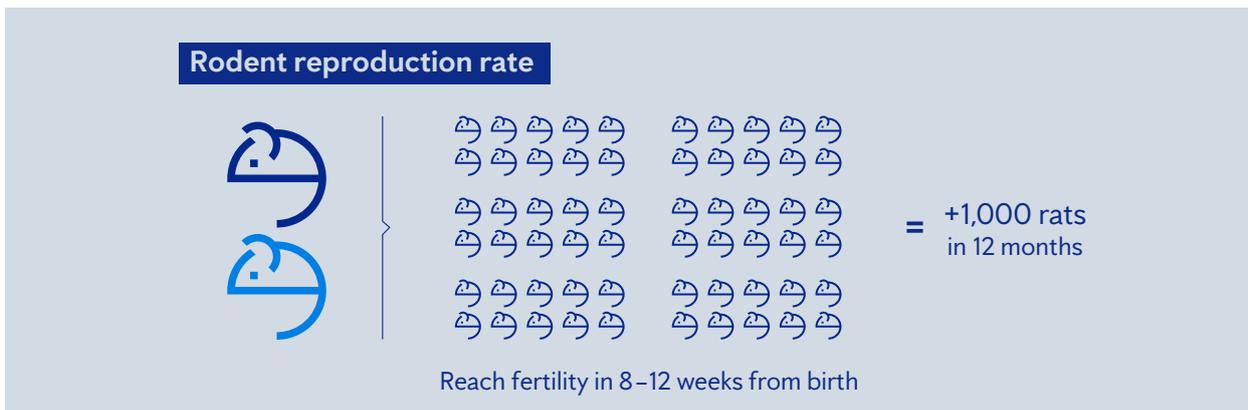
egg cases (oothecae) containing 35–40 nymphs. The reproduction rates of rodents and German cockroaches can vary depending on several factors, including temperature, food availability, and environmental conditions.

Anticimex emphasizes a proactive approach to pest control, prioritizing early detection and identifying the root cause of the infestation

Our SMART solutions leverage digital capabilities and expert entomological knowledge to enable 24/7 real-time monitoring. This allows for swift detection of pest activity and facilitates the investigative work necessary to pinpoint the source of the problem. By addressing the root cause, we can prevent future infestations and minimize the need for reactive measures.

Early detection is crucial for minimizing environmental impact and resource consumption

Traditional methods often involve late detection, leading to larger infestations and requiring more frequent site visits, increased pesticide use, and greater risk of damage and contamination. Anticimex’ SMART approach enables early intervention, reducing the need for excessive resources and minimizing the risk of pest-borne diseases. This sustainable approach contributes to biodiversity protection, food safety, and property preservation.



Transforming the industry – preserving biodiversity

Anticimex strives to positively contribute to a more sustainable world and a key environmental impact area is Protecting Biodiversity. One way of achieving this is to combat invasive species that, due to climate change or travel patterns, enter a local ecosystem and threaten the existing flora and fauna. Secondly, when working to protect biodiversity, we always ensure that the biocides applied in our operations are used as efficiently as possible – i.e. only the right biocide, at the right time, in the right place, and using the right application method.

To ensure sustainable and efficient use of biocides, Anticimex has developed a framework called the Anticimex Biodiversity Impact Matrix. The purpose of this Biodiversity Impact Matrix, and associated methodology, is to strike the delicate balance of using biocides to protect humans, the natural ecosystem and biodiversity from invasive or harmful pests, while minimizing any negative impact on the surrounding environment. The Biodiversity Impact Matrix is continuously updated and developed, and Anticimex sees this methodology as a meaningful step forward for the company and the pest control industry to deliver the highest quality services, with maximum protection and minimal negative externalities.

What does a biocide consist of?



Typically, a biocidal product consists of a mix of chemicals and will include an “active substance” that has the controlling effect on the pest.

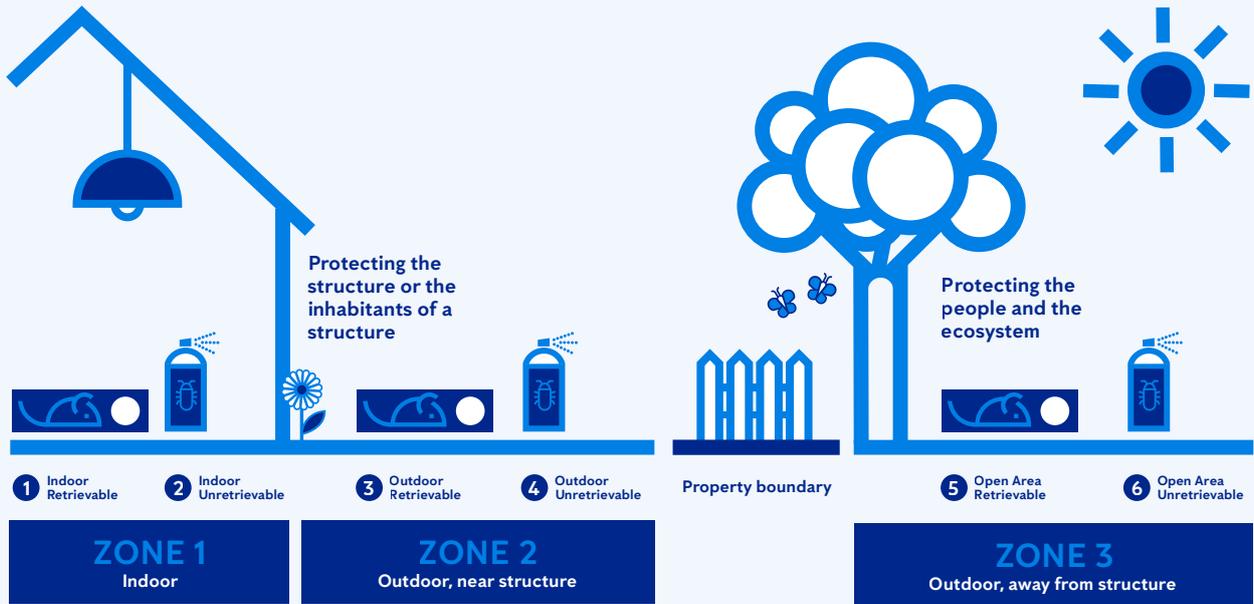
Anticimex’ Biodiversity Impact Matrix

In 2023 Anticimex formed a Biodiversity Taskforce led by Chief Biology Officer Håkan Kjellberg. The Biodiversity Taskforce consists of experts from across the global organization, with expertise in biology, entomology, and health protection. The team of experts has developed a framework to assess biodiversity risk.

The risk assessment framework consists of two main dimensions: (1) the risk level of unintended impact to the nearby environment, ranked in a traffic light system, and (2) the application method of the biocide.

Traffic light system

The first dimension considers the active substance, or substances, in a biocide and its potential negative impact on e.g. plants, water, humans and animals that are not the intended recipients of the substance. In addition to classifying approximately 3,000 different biocides into a traffic light system, the expert team has also developed a list of banned substances that cannot be used in Anticimex’ operations, regardless of whether the substance is allowed according to local regulation. Simplified, this ensures adherence to the highest standards across our global operations, opting for safer, more sustainable alternatives to effectively control pests without compromising safety and environmental protection.



Application method

The second dimension looks at how the substance is applied, and to which extent it can be contained and retrieved. For example, a biocide that is applied indoors, and that can be collected and disposed of safely, poses a lower risk compared to the same biocide being used in an open area outdoors and left behind once treatment is concluded.

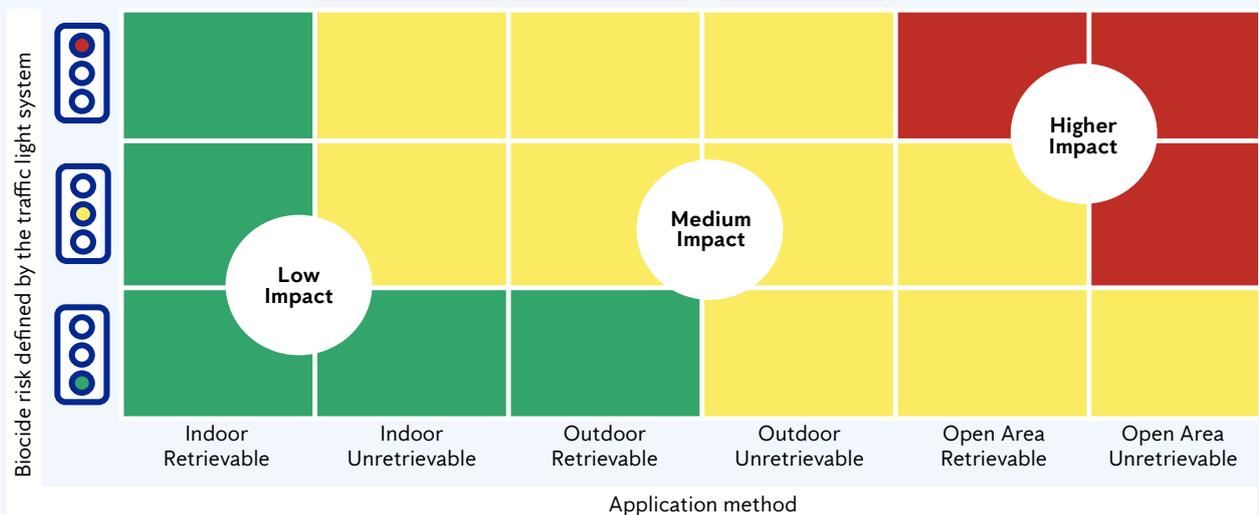
The dimension Application method considers the potential risk of residuals of harmful active substances in indoor and outdoor areas, as well as the overall sensitivity of the environment.

Biodiversity Risk Matrix

The Biodiversity Risk Matrix combines the two dimensions into a risk matrix covering all types of biocides and a range of different types of application.

Strategically, Anticimex aims to shift biocide usage away from the top right corner. This is done through several mechanisms, including knowledge sharing across the global footprint, so technicians within the Anticimex Group always benefit from the latest and greatest methods and best

practices. By also using the SMART-enabled methodology based on monitoring and prevention, we can ensure that biocides are only used when necessary and that we can act before pest infestations blossom. By combining the Biodiversity Impact Matrix, our technology assisted methodology, and ongoing development of our sustainability approach, we are continually developing more efficient and sustainable solutions to global pest challenges.



Our offering

As a global leader in pest control, Anticimex is driving the transformation from reactive to preventive pest control services through innovation in environmentally friendly digital solutions. The company is continuously evolving the offering to address a growing global demand for services that create healthy and safe environments for commercial and residential customers, worldwide.

Pest control services

Anticimex' pest control services help identify, prevent, and eliminate pests for residential and commercial customers. For private homeowners, pest control services secure a healthy home environment and prevent property losses. For commercial customers within segments such as food, restaurants, hotels and retail pest control services are mission critical to protect brand image, keep clear of production stoppages and avoid stock losses.

Pest control services have traditionally been performed in a reactive manner, but Anticimex is leading a transformation towards preventive services with its innovative and digitally enabled SMART offering. The SMART solutions include sensors, cameras, electronic traps, and online reporting capability, supporting a preventive approach which enables early detection – for a more sustainable, resource efficient and economical model. SMART offers many benefits, for example, improved service quality by introducing 24/7 remote monitoring and detection of blind spots where pests may otherwise proliferate unnoticed. Using SMART, potential pest problems can be identified at an early stage and allows for actions to be taken before serious infestation develops. SMART also facilitates digital documentation and certification for commercial customers to aid compliance with standards required by certain industry bodies.

SMART is also a cornerstone of Anticimex' sustainability strategy, as it reduces the environmental footprint by

bringing increased transparency that allows for optimized route planning, thereby avoiding unnecessary travel and site inspections. Furthermore, it underpins the company's environmental and sustainability goals since SMART is more biocide efficient.

Evolving the offering – Adding more value

Anticimex is continuously enhancing its offering to advance the value offered to existing and new customers globally. With the group's sustainability agenda as a backdrop the offering has evolved via three main avenues:

1. Close collaboration with customers, where the starting point is the customer's needs and how new value can be added via new technology and service solutions.
2. Innovation in digital and biocide-free SMART solutions, including AI technology and big-data analytics, enabling unique insights related to when and where pest issues may be arising, and how these can be mitigated in a preventive manner.
3. Sharing of best-practices and solutions in Anticimex' global organization, drawing upon the vast expertise and experience that exist across service branches and units across the globe.
4. Foster collaborations with stakeholders in fields like biology, biodiversity, and technology and actively participate in industry associations.

Benefits of SMART methodology – illustrated

The area under the line represents resources utilized to control a pest infestation (e.g. biocides, man hours, equipment, fuel)





Controlling rodents while protecting wildlife in urban parks



Anticimex technician in a Barcelona park inspecting hard-to-reach brown rat burrows.

Background

Urban parks worldwide often face challenges related to rodent population. These mammals are very attracted to urban parks where they can easily find food scraps and vegetation to build their burrows. The Barcelona Metropolitan area was no exception.

Historically, rodent populations in Barcelona's parks were controlled using anticoagulant rodenticides. However, these traditional methods pose significant risks to non-target species. For instance, hedgehogs were found dead after consuming slugs that had ingested rodenticides, and owls perished after eating small mammals poisoned by the bait.

The alternative to using anticoagulant rodenticides was to use multi-capture traps. Nevertheless, these traps don't discriminate between species and can catch non-target animals. The use of non-selective traps is therefore banned in many countries, such as Spain.

Protecting biodiversity as a priority

At Anticimex, we prioritize the well-being of all species. We believe that effective pest control should not harm wildlife, making biodiversity protection a cornerstone

of our approach. In collaboration with Galanthus, a local environmental conservation organization dedicated to urban biodiversity, we proposed an alternative rodent control solution to the AMB – Barcelona Metropolitan Area institution. AMB is a supra-municipal authority responsible for managing services in municipalities surrounding Barcelona, including urban park maintenance. We started working on this project in April 2023.

Anticimex' 5 step program

The program had two clearly defined goals: reduce the park's rat population and protect and enhance urban biodiversity. To accomplish this, Anticimex deployed a 5 step protocol:

1. Inspection of parks and species. Not all the parks have the same ecosystems; some are close to the beach, others have lakes, or are wood-like, with more or less human activity. Therefore, it was critical to make a first diagnosis and mapping of each park.

Dedicated and trained technicians with a strong biology background conducted regular inspections to identify rodent activity and conducive conditions.



Monitoring activity of hedgehogs, a protected species.

Not all rodents are a nuisance, as some are part of the food chain. For example, garden mice are very important to the ecosystem.

2. Prevention. We focused on controlling *Rattus Rattus* (black rats) and *Rattus Norvegicus* (brown rats) when they affected human-populated areas, such as playgrounds, picnic areas, and other areas where people spend time. We analyzed and addressed the conditions that favored them. For example, excessive garbage in or around the park.

Anticimex trained park employees on preventive measures and rodent activity identification and reporting. They also learned how to identify non-target species. Employee cooperation is crucial, so it's important to involve them in protecting biodiversity.

3. Monitoring. In areas where rat activity was very high or in hard-to-reach locations, we installed our SMART Eye devices to monitor rat populations and wildlife. SMART Eye is a small sensor that detects and reports motion. Because of its small size, it can be placed in the tight spaces that rodents prefer or in high spots like trees.

SMART Eyes send data to our systems that can be analyzed to provide better insights.

4. Targeted control & treatment. We prioritize using low-impact biocides with targeted application methods only when necessary. To ensure this, we use our Biodiversity Impact Matrix, where we assess the impact of each substance we use and classify them as green (no or very low impact), yellow (medium impact), and red (high impact).

For this case, we targeted brown rat burrows with cholecalciferol, a substance with a much lower risk of primary or secondary poisoning. To prevent hedgehogs from entering the bait stations, we placed them in high places and in structures that were difficult for other species to access.

To control black rats in problematic areas, we used live catch traps with sensors. A licensed Anticimex technician manages traps with rats.

5. Reporting. To measure the program's effectiveness, we provide monthly reports to the municipality of Barcelona. These reports detail rodent activity, including the species involved, the specific control measures employed, their locations, and their impact on the rodent population. Additionally, the reports identify affected areas and include maps highlighting treated burrows. Finally, they outline the preventive measures implemented to deter future infestations.

A year of outstanding results

The program has reported high levels of efficacy. Target rodent populations have been totally controlled with minimal environmental impact (57 percent less product usage compared to 2017 numbers). Reducing rodent pressure has enhanced the parks' appeal for recreational activities, and future rodent issues can be addressed more swiftly and with fewer resources.

The client is highly satisfied with the program and has required our protocol in new parks, and ultimately, Anticimex has become the client's trustful pest control advisor.

90 Years of Innovation: A Reflection on Anticimex' Journey



As we commemorate 90 Years of innovation, Rasmus Bokvist, COO of Anticimex Group, reflects on the company's journey, the present landscape of our pest control solutions, and the exciting future that lies ahead.

Looking back, how has Anticimex' innovation transformed pest control services?

Anticimex began in 1934 with a groundbreaking, innovative service aimed at reducing customer risks by introducing a warranty. Since then, innovation for prevention has been at the core of our identity. It's no surprise that Anticimex was first to adopt digital technology in our services to further minimize customer risk.

Could you elaborate on the development and evolution of Anticimex' SMART Solutions?

Over a decade ago, we began our journey by incorporating digital traps, which allowed us to detect issues at an early stage. This led to smaller infestations, resulting in less damage and reduced pesticide use. However, our methodology remained focused on trapping.

With our second generation of products, we have shifted from trapping to monitoring. Inspection, monitoring, and prevention are the cornerstones of our service. We no longer guess; we know. We today know that traps only catch a few individuals, but monitoring devices placed in hidden spaces provide extensive insights for action.

“Anticimex will continue to drive innovation and transformation within the industry. We will expand our use cases and address a wider range of pests.”

Rasmus Bokvist, COO Anticimex Group

By deploying monitoring devices across all our customers, we can identify root causes and concentrate our efforts and preventive actions where they matter most. The results of our efforts are tracked and evaluated through our monitoring system, creating higher customer value by lowering their risk and enhancing efficiency for Anticimex.

As Anticimex looks ahead to the following years, what are your vision and goals for innovation?

Anticimex will continue to drive innovation and transformation within the industry. We will expand our use cases and address a wider range of pests. By leveraging diverse data types, we will generate even more powerful insights to reduce customer risk. Our new technology platform will integrate data from third-party sources, enhancing our capabilities.

We will keep investing in our SMART ecosystem, providing more powerful tools to support technicians, customer service, and sales. The millions of data points collected daily by our SMART devices will further enhance efficiency and customer value, powered by AI.

Leading the way in CO₂ reduction

At Anticimex, sustainability is at the center of our operations. We are committed to reducing our emissions as part of our mission to create a healthier, more sustainable future. Our efforts center around continuously optimizing our operational routes to minimize environmental impact and transitioning to a more efficient vehicle fleet locally. One part of our approach is the adoption of zero- and low-emission vehicles, which allows us to significantly reduce the carbon footprint of our fleet.

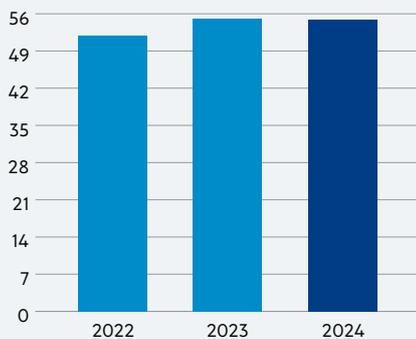
Beyond the vehicle fleet, we are taking steps to ensure that our energy consumption is from renewable energy sources. Globally, we are securing over 90 percent renewable electricity through the procurement of Energy Attribute Certificates. By sourcing renewable energy, we align our energy practices with our broader environmental commitments. This dual approach, addressing both vehicle emissions and operational energy use, ensures a holistic overview to reduce our overall carbon footprint in our direct operation.

Our sustainability strategy is underpinned by rigorous international standards. As a participant in the Science-Based Targets initiative (SBTi), we are committed to aligning our carbon reduction goals with global climate science. This partnership reflects our dedication to measurable and accountable action, reinforcing our role as a responsible leader in the pest control industry.



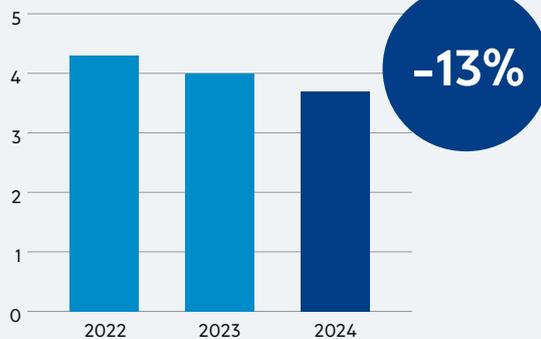
GHG emissions Scope 1 & 2¹

Thousand ton CO₂e



Intensity of GHG emissions Scope 1 & 2¹

Ton CO₂e/SEK million revenue



1) Scope 2 market-based

Singapore: A case study in electrification



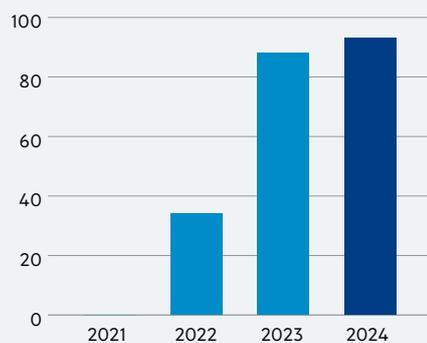
Anticimex Singapore’s journey toward vehicle electrification provides a powerful example of how a focused and integrated approach has achieved impressive results. In just two years, the local operation has achieved 93 percent electrification of its battery electric vehicle fleet, with over 200 electric vehicles now in operation.

This impressive progress has been possible due to a robust public charging infrastructure, seamlessly integrated into urban planning, which makes charging convenient and efficient across the island.

As a result of these efforts, the annual estimated Scope 1 GHG emissions have been reduced by approximately 1,200 tons CO₂e. Anticimex’ achievements in decarbonization were recognized at a special event attended by Dr. Amy Khor, Senior Minister of State for Transport and Senior Minister of State for Sustainability and the Environment. Anticimex, along with seven other companies, received a recognition award for its pioneering role in decarbonization.

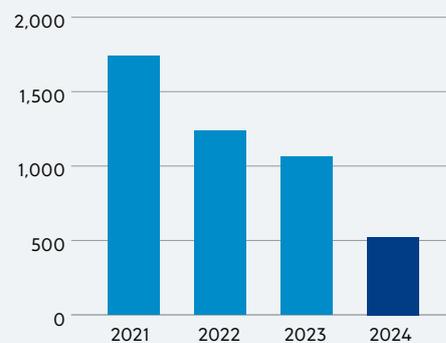
Electric vehicle use

% of vehicles



GHG emissions Scope 1 & 2¹

Ton CO₂e



1) Scope 2 market-based

People and culture

The success of Anticimex rests on great people and a strong company culture. The decentralized branch-based operating model requires competent specialists across all functions of the organization, and Anticimex’ growth journey is dependent on the ability to attract and retain skilled employees. As an employer Anticimex provides a safe and engaging workplace that offers career opportunities for everyone, regardless of background. Fostering a diverse and inclusive workplace is essential for providing world-class service to the large and multifaceted customer base.

Employee satisfaction

On an annual basis, employee satisfaction and engagement is tracked through employee surveys which are carried out globally. Status is measured using many metrics, including the well-established Employee Net Promoter Score (eNPS), which measures the likelihood of employees recommending Anticimex as a place to work. In 2024 more than 10,000 colleagues shared their feedback in the engagement survey. We continue to improve across parameters and the high engagement and outcome enable us to continue to attract and retain talent. We are determined to continue our efforts to improve, branch by branch, in accordance with our operating model.

Code of Conduct

Anticimex’ Code of Conduct outlines the mutual commitments between the company and our employees, suppliers and partners.

It is an important tool, ensuring that everyone is aware of how our business shall be conducted and strengthen our responsibility as a company. The Code of Conduct is linked to our core values – “Trust, Innovation and Passion” – which are cornerstones of our company culture. We recently launched a new global Code of Conduct training, aiming to enhance employees’ understanding of the Code and help them navigate complex decision-making. To further secure compliance with the Code of Conduct a direct link to the CEO has been established – the Anticimex Whistleblower Line – which can be used by all employees to report potential breaches anonymously.

Competence development

As Anticimex is leading the transition to preventive pest control with our digitalized SMART platform, we are empowering employees to master the skills needed for digitally enabled solutions. To support this transformation, we provide access to the comprehensive SMART training portal, which offers tailored learning resources and tutorials for sales teams, technicians, and operational staff. Recognizing the importance of local relevance, the local markets have in addition designed customized training programs that address their specific needs and challenges. This ensures that every employee is equipped to excel in their roles while driving innovation in pest control.

“By leveraging global best practices and identifying improvement areas locally, we enhance employee engagement and operational performance throughout our global organization.”

Jussi Ylinen, President & CEO



>11,000
employees worldwide

Meet our people



Felicia Walker
Director of Customer Experience, Peachtree Pest Control, US

“I am the Director of Customer Experience. I focus on our customers having a positive, consistent, and seamless experience to create long-term customer loyalty with us.”

“Recently, we transitioned to a new phone system, and I’ve been actively learning and optimizing its setup to enhance our operations. A few years ago, we also created a retention team, and this year we set clear goals, established new KPIs, and continue to refine our processes. We’re focusing on creating additional touchpoints to strengthen our customer relationships and improve retention.

What I love most about my job is the opportunity to make a meaningful impact on our customers’ experience. Working alongside such a dedicated, supportive team that shares this commitment not only inspires me but makes every day enjoyable and fulfilling, since it makes us all proud to be offering pest control services that are more sustainable and efficient.”



Marc Kamper
Sales representative, Anticimex Austria

“I have been with Anticimex in Austria since 2014 and initially worked as a technician in pigeon control. Applying my experience in the field now as a sales representative has made me grow both personally and professionally.”

“My daily tasks consist of visiting customers, preparing offers, and looking after existing customers so that they can get the best service possible. We are currently working on major tenders for the next few years, aiming to secure long-term partnerships with clients.

I’m very passionate about being very close to customers and my colleagues, as well as mastering and improving daily challenges. Finally, I would like to say that I am proud to be part of Anticimex”



Andres Acevedo
Branch Manager, Palmera Junior, Colombia

“As Branch Manager for the past decade, I’ve prioritized the well-being of our collaborators, clients, and brand, building long-term, win-win relationships.”

“Our branch, located in northeastern Colombia, is currently undergoing commercial and operational expansion into new departments. During 2024, we focused on enhancing customer service by providing more timely and effective support. We actively participate in committees dedicated to evaluating customer service and identifying improvement opportunities.

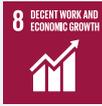
Given our location in a globally significant biodiversity hotspot, we’re committed to training our technicians in the safe handling and conservation of protected species. I find great satisfaction in interacting with a diverse range of people, helping them find solutions, listening to their concerns, and exploring new avenues for growth.”

Sustainability

– risks and management

		 Environment – chemicals	
Description of area of sustainability		Working with pest control, biocides are needed. Some biocides can be harmful to animals and can have a negative impact on the environment.	
Main risks		<ul style="list-style-type: none"> • Environmental biocide contamination at a customer site or in Anticimex’ warehouse. • Inefficient use of biocides. • Inadequate handling of batteries and SMART hardware. 	
Mitigation	Steering	<ul style="list-style-type: none"> • Compliance with national and multinational training regulation. • Additional continuous training for technicians, particularly for handling SMART hardware. • Continuous follow-up of SMART KPIs. • All employees are asked to sign the Code of Conduct¹ annually. • Internal anonymous reporting channel for Code of Conduct violations (Whistleblower Line). • Mitigation is part of business plan process. 	
	Anticimex’ sustainability goals and outcome	<p>Protecting biodiversity</p> <ul style="list-style-type: none"> • Number of SMART installed devices on 31 Dec 2024 was 517 thousand installed units. 	
	Designated UN goal relevant for Anticimex	  	
	Link to strategy	Development and spreading of the SMART concept is a key pillar in Anticimex’ strategy.	

1) The Anticimex Code of Conduct contains policies on environment and anti-corruption, among others.

 Environment - climate	 Employee and social conditions
<p>A vehicle fleet is necessary for delivering service on location at customers' premises. Vehicles and their carbon dioxide emissions are the single largest direct emission (GHG scope 1).</p>	<p>Anticimex is a knowledge intensive company and it is important that the workplace is engaging and offers career opportunities. Discrimination and lack of safety routines can have negative impact on the company.</p>
<ul style="list-style-type: none"> • Inadequate route planning increases carbon dioxide emissions. 	<ul style="list-style-type: none"> • Discrimination in the workplace. • Unfair treatment at workplace.
<ul style="list-style-type: none"> • Continuous follow-up of KPIs measuring efficiency of route planning. • All employees are asked to sign the Code of Conduct¹ annually. • Internal anonymous reporting channel for Code of Conduct violations (Whistleblower Line). • Mitigation is part of the business plan process. 	<ul style="list-style-type: none"> • Employee satisfaction survey mandatory on yearly basis for all countries. • Continuous follow-up of relevant KPIs. • All employees are asked to sign the Code of Conduct¹ annually. • Internal anonymous reporting channel for Code of Conduct violations (Whistleblower Line). • Mitigation is part of the business plan process.
<p>Improving carbon dioxide emissions efficiency</p> <ul style="list-style-type: none"> • GHG scope 1 emissions were 54,334 ton CO₂e in 2024. • GHG scope 2 emissions were 3,492 ton CO₂e (location based) in 2024. • GHG Scope 2 emissions were: 443 ton CO₂e (market based) in 2024. • Renewable ratio (electricity): >90% 	<p>Promoting a diverse and inclusive workplace</p> <ul style="list-style-type: none"> • Employee Net Promotor Score, eNPS 2024 was 26, compared to 24 last year.
	 
<p>Optimizing route planning is key to achieving the quality and efficiency needed to reach growth and profitability goals.</p>	<p>Decentralized model securing employees' direct contact with decision makers impacting their everyday.</p>

Sustainability

– risks and management

		 Health and safety	
Description of area of sustainability		Anticimex employees face occupational hazards in situations. Health and safety management is an integral part of our business model and followed up on regularly during business reviews of the branches.	
Main risks		<ul style="list-style-type: none"> • Work injuries from biocide handling or fumigation. • Accidents in specific services (e.g. height related), traffic or other work situations. 	
Mitigation	Steering	<ul style="list-style-type: none"> • Anticimex offers mandatory systematically preventative training for all relevant employees in safe working practice at branch level. • All employees are asked to sign the Code of Conduct¹ annually. • Internal anonymous reporting channel for Code of Conduct violations (Whistleblower Line). • Mitigation is part of the business plan process. 	
	Anticimex' sustainability goals and outcome	<p>Promoting a safe & healthy workplace</p> <ul style="list-style-type: none"> • Aggregated Group incidents² per 100 employees was 3. 	
	Designated UN goal relevant for Anticimex		
	Link to strategy	Decentralized model securing employees get the most suitable safety training in their local market.	

1) The Anticimex Code of Conduct contains policies on environment and anti-corruption, among others.
 2) Incidents that result in an employee not being able to perform his or her job in the next 24 hours.

	 Anti-corruption	 Human rights
	<p>Anticimex decentralized business model depends on good business ethics. Anticimex emphasizes following the company’s ethical guidelines regarding anti-corruption and other regulations and laws.</p>	<p>Anticimex has an obligation to respect human rights.</p>
	<ul style="list-style-type: none"> • Employees engaging in bribery, criminal acts or other forms of corruption. 	<ul style="list-style-type: none"> • Risks for Violations of human rights deemed generally low due to high degree of control over value chain and service-based offering. Additionally, this subject has not come up in the materiality analysis nor the stakeholder dialogue. Anticimex’ requirement of employees to sign company’s Code of Conduct is deemed sufficient.
	<ul style="list-style-type: none"> • Risk assessment for instances of corruption is part of the acquisition due diligence process. • All employees are asked to sign the Code of Conduct¹ annually. • Internal anonymous reporting channel for Code of Conduct violations (Whistleblower Line). • For all acquisitions, analysis is conducted to assess the financial performance, risk management practices, and the quality of its assets. 	<ul style="list-style-type: none"> • All employees are asked to sign the Code of Conduct¹ annually. • Internal anonymous reporting channel for Code of Conduct violations (Whistleblower Line).
	<ul style="list-style-type: none"> • No reported cases of breaches against anti-corruption. 	<ul style="list-style-type: none"> • No reported cases of breaches against human rights.
	<p>A thorough risk assessment is crucial in order to identify issues prior to closing an acquisition and to ensure good business practices in a decentralized operating model.</p>	<p>Anticimex has always had high demands on human rights issues and sees them as a core element in company values.</p>

